

Declaration of deferred compensation into JTI Pension Plus (Hamburger Pensionskasse/HPK Pension Fund & supplementary account) for non-tariff employees

Please complete **this declaration** if you wish to make new payments into the Hamburger Pensionskasse (HPK) or your supplementary account or if you wish to make changes. If you do not intend to make any changes compared to last year, you do not need to fill out this form.

Please ensure that the declaration is received by your People & Culture department **by August 31st** and read our **fact sheet** (see reverse) with explanations of the different participation options.

Surname, first name				
Pers. no.		Date of birth:		HPK account no. (if already existing)

I. Please select the type of deferred compensation

Option 1: Maximum matching from JTI (through 4% deferred compensation)

I would like to participate in the deferred compensation and receive the maximum matching from JTI.
(JTI conducts the calculation*1 for you annually and transfers the respective amounts to HPK and supplementary account.)

Option 2: Individual amount selection

I would like to contribute, until further notice, annually the following amount of

HPK (2a)	<input type="checkbox"/> 4% of the social security contribution ceiling (SSCC)*2 <u>or</u> <input type="checkbox"/> EUR _____ to my pension account at the Hamburger Pensionskasse (HPK) .
Suppl. account (2b)	<input type="checkbox"/> I would also like to participate in the deferred compensation to the supplementary account . The annual participation should be in the amount of EUR _____ (min. 500 EUR).

Option 3: Maximum payment (through 10% deferred compensation)

I would like to participate in the deferred compensation and make the **maximum payment**.
(JTI conducts the calculation*1 for you annually and transfers the respective amounts to HPK and supplementary account.)

II. Please select the date of deferred compensation for the JTI Pension Plus supplementary account

from my November salary only or half each from my November and December salaries.

III. Objection to deferred compensation (if you no longer wish to participate or only in part)

I abstain from further deferred compensation into **HPK** and **supplementary account**.

I abstain from further deferred compensation into **supplementary account**. HPK participation should continue.

Place, date

Employee's signature

*1 Your accumulated annual compensation including PSIP (Total Cash) is decisive for the calculation.

*2 The social security contribution ceiling (SSCC) in 2023 is EUR 87,600 (thereof 4% = EUR 3,504)

FACT SHEET on deferred compensation into JTI Pension Plus for non-tariff employees

General information

Prerequisites for using HPK and supplementary account:

- You must convert 4% of the social security contribution ceiling* (SSCC) of the German statutory pension insurance into the **Hamburger Pensionskasse (HPK)**, to be entitled to pay into the JTI Pension Plus **supplementary account**.
- You must contribute at least EUR 500 into the supplementary account.
- You can contribute a maximum of 10% of your Total Cash, i.e. your accumulated annual base salary plus the target PSIP. Your contribution into HPK is deducted from the maximum amount and therefore your payment into the supplementary account will be reduced accordingly.

Your benefits:

- You will receive from JTI a **50% matching** on your deferred compensation if you convert up to 4% of your Total Cash (if you make a higher payment, the matching will remain the same). It is transferred into the Plus account of JTI Pension Plus.
- **Payments** into HPK and the supplementary account are **tax-free** and mostly **free of social security contributions**.
- All JTI Pension Plus accounts bear interest in advance at a reference rate of 1.75 % (as of 2023).
- In your HPK pension account, you will receive the interest earned annually by the pension fund.

Assistance for completing the declaration on deferred compensation

Explanation of Option 1: Maximum matching from JTI

- To receive the maximum matching from JTI, you must convert 4% of your Total Cash (including the target PSIP).
- Payments into the HPK (from November salary) are always 4% of the SSCC* (2023: EUR 3,504), the remaining amount is transferred to the supplementary account (either from November salary or half each from November and December).

EXAMPLE A: Payment for maximum matching

4% payment from Total Cash	Monthly salary (e.g. June)	No. of salaries	PSIP 10%	4% of SSCC into HPK	Required payment into supplementary account	JTI matching (2% of Total Cash)
(0.04 x	6,500 EUR x	14 x	1,1) –	3,504 EUR =	500 EUR	2,002 EUR

Explanation of Option 2: Individual amount selection

- You can pay from your November salary up to 4% of the SSCC* (2023: EUR 3,504) into your HPK account (option 2a).
- In addition, you can pay up to 10% of your projected annual base salary plus the target PSIP into the JTI Pension Plus supplementary account (option 2b), from which the HPK contribution will be deducted.
- The total amount selected must not exceed the example B "Maximum payment".

Explanation of Option 3: Maximum payment

- As maximum payment, 10% of your Total Cash (including the target PSIP) will be transferred.
- Payments into the HPK (from November salary) are always 4% of the SSCC* (2023: EUR 3,504), the remaining amount is transferred to the supplementary account (either from November salary or half each from November and December).

EXAMPLE B: Maximum payment

Max. payment from Total Cash (10%)	Monthly salary (e.g. June)	No. of salaries	PSIP 10%	4% of SSCC into HPK	Max. payment into supplementary account
(0.1 x	6,500 EUR x	14 x	1,1) –	3,504 EUR =	6,506 EUR

Further payment option into the HPK

Should you be interested in further deferred compensation, in addition to making the maximum payment into JTI Pension Plus, please contact your People & Culture department (Compensation & Benefits).

* The social security contribution ceiling (SSCC) in 2023 is EUR 87,600 (thereof 4% = EUR 3,504)